

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2229
Revision No.: 18
Date of Last Revision: 05/29/2002

State: Louisiana

Area: Louisiana Parishes of Acadia, Allen, Avoyelles, Beauregard, Caldwell, Catahoula, Concordia, Evangeline, Franklin, Grant, La Salle, Natchitoches, Rapides, Sabine, Tensas, Vernon, Winn

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.27
Accounting Clerk II	10.44
Accounting Clerk III	13.67
Accounting Clerk IV	14.88
Court Reporter	12.66
Dispatcher, Motor Vehicle	8.78
Document Preparation Clerk	9.17
Duplicating Machine Operator	9.21
Film/Tape Librarian	12.02
General Clerk I	8.13
General Clerk II	9.00
General Clerk III	9.30
General Clerk IV	11.75
Housing Referral Assistant	14.05
Key Entry Operator I	8.23
Key Entry Operator II	10.44
Messenger (Courier)	7.31
Order Clerk I	10.11
Order Clerk II	11.95
Personnel Assistant (Employment) I	8.62
Personnel Assistant (Employment) II	10.25
Personnel Assistant (Employment) III	11.48
Personnel Assistant (Employment) IV	14.21
Production Control Clerk	13.03
Rental Clerk	10.95
Scheduler, Maintenance	10.33
Secretary I	11.30
Secretary II	12.55
Secretary III	14.59
Secretary IV	16.21
Secretary V	17.65
Service Order Dispatcher	13.82

Stenographer I	9.47
Stenographer II	10.12
Supply Technician	13.81
Survey Worker (Interviewer)	12.21
Switchboard Operator-Receptionist	8.28
Test Examiner	12.21
Test Proctor	12.21
Travel Clerk I	8.55
Travel Clerk II	9.25
Travel Clerk III	9.70
Word Processor I	8.79
Word Processor II	9.91
Word Processor III	10.99

Automatic Data Processing Occupations

Computer Data Librarian	8.17
Computer Operator I	9.44
Computer Operator II	11.36
Computer Operator III	13.64
Computer Operator IV	15.14
Computer Operator V	16.81
Computer Programmer I (1)	13.99
Computer Programmer II (1)	17.34
Computer Programmer III (1)	20.87
Computer Programmer IV (1)	21.91
Computer Systems Analyst I (1)	15.96
Computer Systems Analyst II (1)	18.92
Computer Systems Analyst III (1)	21.75
Peripheral Equipment Operator	10.03

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	14.50
Automotive Glass Installer	12.76
Automotive Worker	12.76
Electrician, Automotive	13.63
Mobile Equipment Servicer	11.17
Motor Equipment Metal Mechanic	14.50
Motor Equipment Metal Worker	13.15
Motor Vehicle Mechanic	14.50
Motor Vehicle Mechanic Helper	10.15
Motor Vehicle Upholstery Worker	12.04
Motor Vehicle Wrecker	12.76
Painter, Automotive	13.63
Radiator Repair Specialist	12.76
Tire Repairer	10.79
Transmission Repair Specialist	14.50

Food Preparation and Service Occupations

Baker	11.30
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Cook I	8.41
Cook II	10.23
Dishwasher	6.63
Food Service Worker	6.42
Meat Cutter	10.23
Waiter/Waitress	7.04

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	13.63
Furniture Handler	9.68
Furniture Refinisher	13.63
Furniture Refinisher Helper	10.15
Furniture Repairer, Minor	12.04
Upholsterer	13.63

General Services and Support Occupations

Cleaner, Vehicles	7.15
Elevator Operator	7.95
Gardener	8.42
House Keeping Aid I	6.49
House Keeping Aid II	7.14
Janitor	7.32
Laborer, Grounds Maintenance	7.54
Maid or Houseman	6.17
Pest Controller	10.65
Refuse Collector	8.31
Tractor Operator	6.74
Window Cleaner	8.14

Health Occupations

Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.94
Licensed Practical Nurse I	10.51
Licensed Practical Nurse II	11.80
Licensed Practical Nurse III	13.19
Medical Assistant	10.75
Medical Laboratory Technician	11.84
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	7.10
Nursing Assistant II	7.98
Nursing Assistant III	8.71
Nursing Assistant IV	9.77
Pharmacy Technician	12.19
Phlebotomist	11.86
Registered Nurse I	16.37
Registered Nurse II	20.02
Registered Nurse II, Specialist	20.02
Registered Nurse III	24.24

Registered Nurse III, Anesthetist	24.24
Registered Nurse IV	29.05

Information and Arts Occupations

Audiovisual Librarian	16.59
Exhibits Specialist I	11.61
Exhibits Specialist II	13.85
Exhibits Specialist III	17.78
Illustrator I	11.61
Illustrator II	13.85
Illustrator III	17.78
Librarian	17.82
Library Technician	11.35
Photographer I	10.20
Photographer II	12.18
Photographer III	15.62
Photographer IV	17.35
Photographer V	19.26

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	6.20
Counter Attendant	6.20
Dry Cleaner	7.37
Finisher, Flatwork, Machine	6.20
Presser, Hand	6.20
Presser, Machine, Drycleaning	6.20
Presser, Machine, Shirts	6.20
Presser, Machine, Wearing Apparel, Laundry	6.20
Sewing Machine Operator	7.75
Tailor	8.56
Washer, Machine	6.96

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	13.63
Tool and Die Maker	16.99

Material Handling and Packing Occupations

Forklift Operator	10.97
Fuel Distribution System Operator	13.52
Material Coordinator	9.30
Material Expediter	9.30
Material Handling Laborer	9.84
Order Filler	9.02
Production Line Worker (Food Processing)	9.30
Shipping Packer	9.42
Shipping/Receiving Clerk	10.21
Stock Clerk (Shelf Stocker; Store Worker II)	10.40
Store Worker I	8.41
Tools and Parts Attendant	10.12

Warehouse Specialist	8.95
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Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	18.34
Aircraft Mechanic Helper	11.67
Aircraft Quality Control Inspector	17.64
Aircraft Servicer	13.84
Aircraft Worker	14.68
Appliance Mechanic	13.63
Bicycle Repairer	10.79
Cable Splicer	15.95
Carpenter, Maintenance	13.63
Carpet Layer	12.76
Electrician, Maintenance	16.55
Electronics Technician, Maintenance I	14.68
Electronics Technician, Maintenance II	15.94
Electronics Technician, Maintenance III	17.37
Fabric Worker	11.37
Fire Alarm System Mechanic	14.50
Fire Extinguisher Repairer	11.17
Fuel Distribution System Mechanic	14.50
General Maintenance Worker	13.19
Heating, Refrigeration and Air Conditioning Mechanic	14.50
Heavy Equipment Mechanic	16.93
Heavy Equipment Operator	14.50
Instrument Mechanic	16.67
Laborer	9.67
Locksmith	13.63
Machinery Maintenance Mechanic	14.50
Machinist, Maintenance	14.50
Maintenance Trades Helper	11.17
Millwright	14.50
Office Appliance Repairer	13.63
Painter, Aircraft	13.63
Painter, Maintenance	13.63
Pipefitter, Maintenance	15.84
Plumber, Maintenance	14.99
Pneudraulic Systems Mechanic	14.50
Rigger	14.50
Scale Mechanic	13.15
Sheet-Metal Worker, Maintenance	14.50
Small Engine Mechanic	12.70
Telecommunication Mechanic I	14.79
Telecommunication Mechanic II	17.64
Telephone Lineman	16.68
Welder, Combination, Maintenance	14.50
Well Driller	14.50
Woodcraft Worker	14.50
Woodworker	11.17

Miscellaneous Occupations

Animal Caretaker	7.62
Carnival Equipment Operator	10.29
Carnival Equipment Repairer	11.33
Carnival Worker	7.27
Cashier	7.05
Desk Clerk	8.63
Embalmer	17.93
Lifeguard	9.42
Mortician	17.74
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.42
Recreation Specialist	11.97
Recycling Worker	7.92
Sales Clerk	8.50
School Crossing Guard (Crosswalk Attendant)	6.52
Sport Official	9.42
Survey Party Chief (Chief of Party)	12.87
Surveying Aide	7.93
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.70
Swimming Pool Operator	7.35
Vending Machine Attendant	7.13
Vending Machine Repairer	8.45
Vending Machine Repairer Helper	7.13

Personal Needs Occupations

Child Care Attendant	9.49
Child Care Center Clerk	11.84
Chore Aid	6.88
Homemaker	11.98

Plant and System Operation Occupations

Boiler Tender	15.68
Sewage Plant Operator	15.68
Stationary Engineer	14.50
Ventilation Equipment Tender	11.19
Water Treatment Plant Operator	15.68

Protective Service Occupations

Alarm Monitor	9.57
Corrections Officer	12.33
Court Security Officer	12.62
Detention Officer	12.62
Firefighter	12.62
Guard I	7.06
Guard II	12.48
Police Officer	14.75

Stevedoring/Longshoremen Occupations

Blocker and Bracer	12.14
Hatch Tender	12.14
Line Handler	12.14
Stevedore I	10.31
Stevedore II	11.71

Technical Occupations

Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	12.79
Archeological Technician II	14.39
Archeological Technician III	17.78
Cartographic Technician	17.45
Civil Engineering Technician	16.16
Computer Based Training (CBT) Specialist/ Instructor	15.64
Drafter I	9.69
Drafter II	11.61
Drafter III	13.85
Drafter IV	17.78
Engineering Technician I	10.13
Engineering Technician II	12.13
Engineering Technician III	14.48
Engineering Technician IV	18.58
Engineering Technician V	22.84
Engineering Technician VI	28.11
Environmental Technician	17.78
Flight Simulator/Instructor (Pilot)	18.92
Graphic Artist	14.49
Instructor	13.81
Laboratory Technician	11.84
Mathematical Technician	16.78
Paralegal/Legal Assistant I	13.43
Paralegal/Legal Assistant II	17.25
Paralegal/Legal Assistant III	19.68
Paralegal/Legal Assistant IV	23.81
Photooptics Technician	16.29
Technical Writer	18.30
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	13.06
Weather Observer, Senior (3)	17.51
Weather Observer, Upper Air (3)	13.06

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	9.68
Parking and Lot Attendant	6.16
Shuttle Bus Driver	10.21
Taxi Driver	8.41
Truckdriver, Heavy Truck	13.97
Truckdriver, Light Truck	10.21
Truckdriver, Medium Truck	11.09
Truckdriver, Tractor-Trailer	13.97

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ******Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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Wage Determination No.: 1994-2231
Revision No.: 20
Date of Last Revision: 05/29/2002

State: Louisiana

Area: Louisiana Parishes of Ascension, Assumption, East Baton Rouge, East Feliciana, Iberia, Iberville, Livingston, Pointe Coupee, Saint James, St Helena, St Landry, St Martin, St Mary, Tangipahoa, West Baton Rouge, West Feliciana

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.76
Accounting Clerk II	11.26
Accounting Clerk III	14.35
Accounting Clerk IV	16.06
Court Reporter	14.61
Dispatcher, Motor Vehicle	14.06
Document Preparation Clerk	9.94
Duplicating Machine Operator	9.94
Film/Tape Librarian	8.78
General Clerk I	7.87
General Clerk II	8.84
General Clerk III	9.65
General Clerk IV	10.83
Housing Referral Assistant	15.88
Key Entry Operator I	8.49
Key Entry Operator II	9.65
Messenger (Courier)	8.41
Order Clerk I	9.93
Order Clerk II	11.46
Personnel Assistant (Employment) I	9.88
Personnel Assistant (Employment) II	11.11
Personnel Assistant (Employment) III	16.80
Personnel Assistant (Employment) IV	17.38
Production Control Clerk	14.62
Rental Clerk	8.78
Scheduler, Maintenance	10.15
Secretary I	10.15
Secretary II	15.35
Secretary III	15.88
Secretary IV	18.04
Secretary V	19.97

Service Order Dispatcher	9.30
Stenographer I	10.05
Stenographer II	11.37
Supply Technician	18.04
Survey Worker (Interviewer)	13.28
Switchboard Operator-Receptionist	8.56
Test Examiner	15.35
Test Proctor	15.35
Travel Clerk I	9.37
Travel Clerk II	9.88
Travel Clerk III	10.43
Word Processor I	9.13
Word Processor II	10.67
Word Processor III	12.48

Automatic Data Processing Occupations

Computer Data Librarian	9.62
Computer Operator I	10.73
Computer Operator II	11.97
Computer Operator III	17.38
Computer Operator IV	19.34
Computer Operator V	21.40
Computer Programmer I (1)	14.45
Computer Programmer II (1)	16.39
Computer Programmer III (1)	20.60
Computer Programmer IV (1)	22.49
Computer Systems Analyst I (1)	19.70
Computer Systems Analyst II (1)	27.57
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	11.97

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	17.96
Automotive Glass Installer	16.05
Automotive Worker	16.05
Electrician, Automotive	16.99
Mobile Equipment Servicer	14.15
Motor Equipment Metal Mechanic	17.96
Motor Equipment Metal Worker	16.05
Motor Vehicle Mechanic	17.96
Motor Vehicle Mechanic Helper	14.15
Motor Vehicle Upholstery Worker	14.96
Motor Vehicle Wrecker	16.05
Painter, Automotive	16.99
Radiator Repair Specialist	16.05
Tire Repairer	13.67
Transmission Repair Specialist	17.96

Food Preparation and Service Occupations

Baker	9.05
Cook I	6.49
Cook II	7.71
Dishwasher	6.18
Food Service Worker	6.24
Meat Cutter	9.76
Waiter/Waitress	6.13

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	16.99
Furniture Handler	10.49
Furniture Refinisher	16.99
Furniture Refinisher Helper	12.73
Furniture Repairer, Minor	14.96
Upholsterer	16.99

General Services and Support Occupations

Cleaner, Vehicles	6.74
Elevator Operator	6.74
Gardener	7.46
House Keeping Aid I	5.86
House Keeping Aid II	6.74
Janitor	6.74
Laborer, Grounds Maintenance	6.74
Maid or Houseman	6.80
Pest Controller	7.48
Refuse Collector	6.74
Tractor Operator	8.29
Window Cleaner	6.74

Health Occupations

Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.08
Licensed Practical Nurse I	10.81
Licensed Practical Nurse II	12.13
Licensed Practical Nurse III	13.57
Medical Assistant	9.77
Medical Laboratory Technician	12.36
Medical Record Clerk	9.95
Medical Record Technician	13.54
Nursing Assistant I	7.10
Nursing Assistant II	7.98
Nursing Assistant III	8.71
Nursing Assistant IV	9.77
Pharmacy Technician	12.19
Phlebotomist	12.13
Registered Nurse I	17.13
Registered Nurse II	20.97
Registered Nurse II, Specialist	20.97

Registered Nurse III	25.37
Registered Nurse III, Anesthetist	25.37
Registered Nurse IV	30.38

Information and Arts Occupations

Audiovisual Librarian	15.61
Exhibits Specialist I	9.63
Exhibits Specialist II	14.89
Exhibits Specialist III	15.38
Illustrator I	9.94
Illustrator II	15.38
Illustrator III	18.81
Librarian	18.77
Library Technician	13.74
Photographer I	11.44
Photographer II	17.69
Photographer III	17.69
Photographer IV	21.64
Photographer V	26.19

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	6.71
Counter Attendant	6.71
Dry Cleaner	8.59
Finisher, Flatwork, Machine	6.71
Presser, Hand	6.71
Presser, Machine, Drycleaning	6.71
Presser, Machine, Shirts	6.71
Presser, Machine, Wearing Apparel, Laundry	6.71
Sewing Machine Operator	9.21
Tailor	9.83
Washer, Machine	7.35

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	16.99
Tool and Die Maker	20.71

Material Handling and Packing Occupations

Forklift Operator	12.73
Fuel Distribution System Operator	14.38
Material Coordinator	14.96
Material Expediter	14.96
Material Handling Laborer	10.79
Order Filler	11.55
Production Line Worker (Food Processing)	12.73
Shipping Packer	10.52
Shipping/Receiving Clerk	10.67
Stock Clerk (Shelf Stocker; Store Worker II)	11.61
Store Worker I	7.63

Tools and Parts Attendant	12.73
Warehouse Specialist	12.73

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	17.96
Aircraft Mechanic Helper	12.73
Aircraft Quality Control Inspector	18.89
Aircraft Servicer	14.96
Aircraft Worker	16.05
Appliance Mechanic	16.99
Bicycle Repairer	13.67
Cable Splicer	18.65
Carpenter, Maintenance	16.99
Carpet Layer	16.05
Electrician, Maintenance	19.88
Electronics Technician, Maintenance I	17.29
Electronics Technician, Maintenance II	20.62
Electronics Technician, Maintenance III	21.78
Fabric Worker	14.96
Fire Alarm System Mechanic	17.96
Fire Extinguisher Repairer	14.15
Fuel Distribution System Mechanic	18.25
General Maintenance Worker	16.05
Heating, Refrigeration and Air Conditioning Mechanic	17.96
Heavy Equipment Mechanic	17.96
Heavy Equipment Operator	17.96
Instrument Mechanic	17.96
Laborer	6.74
Locksmith	16.99
Machinery Maintenance Mechanic	18.40
Machinist, Maintenance	17.96
Maintenance Trades Helper	12.73
Millwright	18.08
Office Appliance Repairer	16.99
Painter, Aircraft	16.99
Painter, Maintenance	16.99
Pipefitter, Maintenance	17.96
Plumber, Maintenance	16.99
Pneudraulic Systems Mechanic	17.96
Rigger	17.96
Scale Mechanic	16.05
Sheet-Metal Worker, Maintenance	17.96
Small Engine Mechanic	16.05
Telecommunication Mechanic I	17.96
Telecommunication Mechanic II	18.89
Telephone Lineman	17.96
Welder, Combination, Maintenance	17.96
Well Driller	17.96
Woodcraft Worker	17.96

Woodworker	15.53
Miscellaneous Occupations	
Animal Caretaker	6.89
Carnival Equipment Operator	9.12
Carnival Equipment Repairer	9.93
Carnival Worker	6.74
Cashier	7.85
Desk Clerk	9.60
Embalmer	18.23
Lifeguard	9.42
Mortician	16.57
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.97
Recreation Specialist	13.32
Recycling Worker	7.56
Sales Clerk	8.87
School Crossing Guard (Crosswalk Attendant)	15.67
Sport Official	9.42
Survey Party Chief (Chief of Party)	13.85
Surveying Aide	8.68
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.89
Swimming Pool Operator	8.28
Vending Machine Attendant	6.57
Vending Machine Repairer	8.28
Vending Machine Repairer Helper	6.57
Personal Needs Occupations	
Child Care Attendant	9.60
Child Care Center Clerk	11.99
Chore Aid	6.33
Homemaker	15.82
Plant and System Operation Occupations	
Boiler Tender	17.96
Sewage Plant Operator	16.99
Stationary Engineer	17.96
Ventilation Equipment Tender	12.73
Water Treatment Plant Operator	16.99
Protective Service Occupations	
Alarm Monitor	10.22
Corrections Officer	11.93
Court Security Officer	12.39
Detention Officer	11.93
Firefighter	13.13
Guard I	7.77
Guard II	9.16
Police Officer	14.75

Stevedoring/Longshoremen Occupations

Blocker and Bracer	16.06
Hatch Tender	16.06
Line Handler	16.06
Stevedore I	14.96
Stevedore II	16.99

Technical Occupations

Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	10.75
Archeological Technician II	12.01
Archeological Technician III	14.89
Cartographic Technician	17.39
Civil Engineering Technician	14.53
Computer Based Training (CBT) Specialist/ Instructor	19.37
Drafter I	8.95
Drafter II	9.11
Drafter III	9.63
Drafter IV	14.89
Engineering Technician I	10.63
Engineering Technician II	10.81
Engineering Technician III	11.44
Engineering Technician IV	17.69
Engineering Technician V	21.64
Engineering Technician VI	26.19
Environmental Technician	16.70
Flight Simulator/Instructor (Pilot)	27.57
Graphic Artist	15.57
Instructor	17.48
Laboratory Technician	15.37
Mathematical Technician	14.89
Paralegal/Legal Assistant I	15.27
Paralegal/Legal Assistant II	17.95
Paralegal/Legal Assistant III	21.97
Paralegal/Legal Assistant IV	26.57
Photooptics Technician	17.69
Technical Writer	21.66
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	14.88
Weather Observer, Senior (3)	16.55
Weather Observer, Upper Air (3)	14.88

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	17.28
Parking and Lot Attendant	6.73
Shuttle Bus Driver	11.54
Taxi Driver	7.26
Truckdriver, Heavy Truck	15.35
Truckdriver, Light Truck	12.29
Truckdriver, Medium Truck	13.69
Truckdriver, Tractor-Trailer	15.35

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2233
Revision No.: 20
Date of Last Revision: 05/28/2002

State: Louisiana

Area: Louisiana Parishes of Jefferson, Lafourche, Orleans, Plaquemines, Saint John The Baptist, St Bernard, St Charles, St Tammany, Terrebonne, Washington

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	7.51
Accounting Clerk II	9.30
Accounting Clerk III	10.93
Accounting Clerk IV	13.21
Court Reporter	12.22
Dispatcher, Motor Vehicle	12.42
Document Preparation Clerk	10.46
Duplicating Machine Operator	10.46
Film/Tape Librarian	9.94
General Clerk I	5.83
General Clerk II	7.21
General Clerk III	9.55
General Clerk IV	11.47
Housing Referral Assistant	14.77
Key Entry Operator I	8.61
Key Entry Operator II	10.51
Messenger (Courier)	7.72
Order Clerk I	9.48
Order Clerk II	11.28
Personnel Assistant (Employment) I	6.97
Personnel Assistant (Employment) II	8.35
Personnel Assistant (Employment) III	11.42
Personnel Assistant (Employment) IV	11.84
Production Control Clerk	14.56
Rental Clerk	10.25
Scheduler, Maintenance	10.70
Secretary I	10.70
Secretary II	12.29
Secretary III	14.77
Secretary IV	17.91
Secretary V	20.85
Service Order Dispatcher	11.19

Stenographer I	11.10
Stenographer II	11.25
Supply Technician	17.91
Survey Worker (Interviewer)	10.80
Switchboard Operator-Receptionist	8.81
Test Examiner	12.29
Test Proctor	12.29
Travel Clerk I	10.49
Travel Clerk II	11.06
Travel Clerk III	11.67
Word Processor I	8.72
Word Processor II	11.37
Word Processor III	12.94

Automatic Data Processing Occupations

Computer Data Librarian	9.39
Computer Operator I	9.39
Computer Operator II	10.56
Computer Operator III	12.18
Computer Operator IV	13.52
Computer Operator V	14.99
Computer Programmer I (1)	14.10
Computer Programmer II (1)	16.24
Computer Programmer III (1)	20.12
Computer Programmer IV (1)	24.17
Computer Systems Analyst I (1)	19.15
Computer Systems Analyst II (1)	25.02
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	12.17

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	15.66
Automotive Glass Installer	13.85
Automotive Worker	13.85
Electrician, Automotive	14.81
Mobile Equipment Servicer	11.91
Motor Equipment Metal Mechanic	15.66
Motor Equipment Metal Worker	13.85
Motor Vehicle Mechanic	15.66
Motor Vehicle Mechanic Helper	10.95
Motor Vehicle Upholstery Worker	12.89
Motor Vehicle Wrecker	13.85
Painter, Automotive	14.81
Radiator Repair Specialist	13.85
Tire Repairer	11.51
Transmission Repair Specialist	15.66

Food Preparation and Service Occupations

Baker	9.35
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Cook I	8.04
Cook II	9.35
Dishwasher	6.24
Food Service Worker	6.86
Meat Cutter	9.73
Waiter/Waitress	6.09

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	14.81
Furniture Handler	10.80
Furniture Refinisher	14.81
Furniture Refinisher Helper	10.95
Furniture Repairer, Minor	12.89
Upholsterer	14.81

General Services and Support Occupations

Cleaner, Vehicles	7.18
Elevator Operator	7.18
Gardener	10.32
House Keeping Aid I	6.46
House Keeping Aid II	7.18
Janitor	7.18
Laborer, Grounds Maintenance	7.81
Maid or Houseman	6.46
Pest Controller	11.00
Refuse Collector	7.18
Tractor Operator	9.48
Window Cleaner	8.05

Health Occupations

Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.37
Licensed Practical Nurse I	10.83
Licensed Practical Nurse II	12.63
Licensed Practical Nurse III	13.66
Medical Assistant	9.77
Medical Laboratory Technician	11.93
Medical Record Clerk	10.16
Medical Record Technician	13.54
Nursing Assistant I	7.10
Nursing Assistant II	7.98
Nursing Assistant III	8.71
Nursing Assistant IV	9.77
Pharmacy Technician	12.19
Phlebotomist	10.39
Registered Nurse I	16.85
Registered Nurse II	21.85
Registered Nurse II, Specialist	24.44
Registered Nurse III	28.11

Registered Nurse III, Anesthetist	28.11
Registered Nurse IV	33.68

Information and Arts Occupations

Audiovisual Librarian	15.71
Exhibits Specialist I	15.97
Exhibits Specialist II	18.68
Exhibits Specialist III	22.79
Illustrator I	15.97
Illustrator II	18.68
Illustrator III	22.79
Librarian	18.30
Library Technician	10.80
Photographer I	13.59
Photographer II	15.97
Photographer III	18.68
Photographer IV	22.79
Photographer V	27.64

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	6.89
Counter Attendant	6.89
Dry Cleaner	8.22
Finisher, Flatwork, Machine	6.89
Presser, Hand	6.89
Presser, Machine, Drycleaning	6.89
Presser, Machine, Shirts	6.89
Presser, Machine, Wearing Apparel, Laundry	6.89
Sewing Machine Operator	8.81
Tailor	9.40
Washer, Machine	7.58

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	14.81
Tool and Die Maker	18.06

Material Handling and Packing Occupations

Forklift Operator	12.42
Fuel Distribution System Operator	13.70
Material Coordinator	13.74
Material Expediter	13.74
Material Handling Laborer	14.29
Order Filler	10.32
Production Line Worker (Food Processing)	10.83
Shipping Packer	11.87
Shipping/Receiving Clerk	11.87
Stock Clerk (Shelf Stocker; Store Worker II)	10.32
Store Worker I	8.63
Tools and Parts Attendant	12.42

Warehouse Specialist	12.42
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	19.17
Aircraft Mechanic Helper	13.41
Aircraft Quality Control Inspector	20.16
Aircraft Servicer	15.77
Aircraft Worker	16.96
Appliance Mechanic	14.81
Bicycle Repairer	11.51
Cable Splicer	18.01
Carpenter, Maintenance	14.81
Carpet Layer	13.85
Electrician, Maintenance	16.29
Electronics Technician, Maintenance I	17.00
Electronics Technician, Maintenance II	17.90
Electronics Technician, Maintenance III	18.96
Fabric Worker	12.89
Fire Alarm System Mechanic	15.66
Fire Extinguisher Repairer	12.41
Fuel Distribution System Mechanic	15.66
General Maintenance Worker	13.85
Heating, Refrigeration and Air Conditioning Mechanic	18.01
Heavy Equipment Mechanic	15.90
Heavy Equipment Operator	15.42
Instrument Mechanic	18.82
Laborer	8.26
Locksmith	14.81
Machinery Maintenance Mechanic	17.01
Machinist, Maintenance	18.45
Maintenance Trades Helper	10.95
Millwright	16.23
Office Appliance Repairer	14.81
Painter, Aircraft	15.41
Painter, Maintenance	14.81
Pipefitter, Maintenance	17.37
Plumber, Maintenance	16.43
Pneudraulic Systems Mechanic	15.66
Rigger	15.66
Scale Mechanic	13.85
Sheet-Metal Worker, Maintenance	15.66
Small Engine Mechanic	15.93
Telecommunication Mechanic I	20.06
Telecommunication Mechanic II	21.10
Telephone Lineman	20.06
Welder, Combination, Maintenance	15.66
Well Driller	15.66
Woodcraft Worker	15.66
Woodworker	11.91

Miscellaneous Occupations

Animal Caretaker	7.24
Carnival Equipment Operator	9.78
Carnival Equipment Repairer	10.64
Carnival Worker	7.18
Cashier	7.18
Desk Clerk	8.82
Embalmer	16.57
Lifeguard	9.02
Mortician	16.57
Park Attendant (Aide)	11.32
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.70
Recreation Specialist	12.20
Recycling Worker	9.78
Sales Clerk	8.72
School Crossing Guard (Crosswalk Attendant)	6.17
Sport Official	8.61
Survey Party Chief (Chief of Party)	13.47
Surveying Aide	9.95
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.24
Swimming Pool Operator	10.75
Vending Machine Attendant	9.78
Vending Machine Repairer	12.36
Vending Machine Repairer Helper	9.78

Personal Needs Occupations

Child Care Attendant	8.82
Child Care Center Clerk	11.57
Chore Aid	6.13
Homemaker	14.78

Plant and System Operation Occupations

Boiler Tender	15.66
Sewage Plant Operator	14.81
Stationary Engineer	15.66
Ventilation Equipment Tender	10.95
Water Treatment Plant Operator	14.81

Protective Service Occupations

Alarm Monitor	10.52
Corrections Officer	10.37
Court Security Officer	12.33
Detention Officer	10.37
Firefighter	11.86
Guard I	6.74
Guard II	10.64
Police Officer	14.75

Stevedoring/Longshoremen Occupations

Blocker and Bracer	16.85
Hatch Tender	18.07
Line Handler	18.07
Stevedore I	14.62
Stevedore II	16.79

Technical Occupations

Air Traffic Control Specialist, Center (2)	27.00
Air Traffic Control Specialist, Station (2)	18.62
Air Traffic Control Specialist, Terminal (2)	20.50
Archeological Technician I	13.49
Archeological Technician II	15.08
Archeological Technician III	18.68
Cartographic Technician	21.49
Civil Engineering Technician	18.68
Computer Based Training (CBT) Specialist/ Instructor	20.47
Drafter I	13.62
Drafter II	15.63
Drafter III	17.86
Drafter IV	21.49
Engineering Technician I	15.04
Engineering Technician II	16.61
Engineering Technician III	18.66
Engineering Technician IV	22.26
Engineering Technician V	27.24
Engineering Technician VI	30.39
Environmental Technician	22.92
Flight Simulator/Instructor (Pilot)	26.99
Graphic Artist	17.80
Instructor	18.86
Laboratory Technician	14.90
Mathematical Technician	19.93
Paralegal/Legal Assistant I	11.89
Paralegal/Legal Assistant II	15.71
Paralegal/Legal Assistant III	19.22
Paralegal/Legal Assistant IV	23.26
Photooptics Technician	19.93
Technical Writer	19.83
Unexploded (UXO) Safety Escort	17.16
Unexploded (UXO) Sweep Personnel	17.16
Unexploded Ordnance (UXO) Technician I	17.16
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Unexploded Ordnance (UXO) Technician III	24.88
Weather Observer, Combined Upper Air and Surface Programs (3)	12.12
Weather Observer, Senior (3)	14.74
Weather Observer, Upper Air (3)	12.12

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	12.28
Parking and Lot Attendant	7.05
Shuttle Bus Driver	9.34
Taxi Driver	8.57
Truckdriver, Heavy Truck	13.42
Truckdriver, Light Truck	10.75
Truckdriver, Medium Truck	12.44
Truckdriver, Tractor-Trailer	13.42

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VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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- 3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

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**** NOTES APPLYING TO THIS WAGE DETERMINATION ******Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2235
Revision No.: 22
Date of Last Revision: 05/29/2002

States: Arkansas, Louisiana, Texas

Area: Arkansas Counties of Columbia, Hempstead, Howard, Lafayette, Little River, Miller, Nevada, Sevier
Louisiana Parishes of Bienville, Bossier, Caddo, Claiborne, De Soto, East Carroll, Jackson, Lincoln, Madison,
Morehouse, Ouachita, Red River, Richland, Union, Webster, West Carroll
Texas Counties of Bowie, Camp, Cass, Cherokee, Franklin, Gregg, Harrison, Marion, Morris, Panola, Red
River, Rusk, Titus, Upshur

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	10.25
Accounting Clerk II	11.30
Accounting Clerk III	13.90
Accounting Clerk IV	15.41
Court Reporter	17.04
Dispatcher, Motor Vehicle	14.23
Document Preparation Clerk	9.39
Duplicating Machine Operator	9.39
Film/Tape Librarian	10.13
General Clerk I	8.46
General Clerk II	9.52
General Clerk III	10.88
General Clerk IV	12.09
Housing Referral Assistant	13.54
Key Entry Operator I	9.85
Key Entry Operator II	10.75
Messenger (Courier)	7.63
Order Clerk I	9.48
Order Clerk II	11.18
Personnel Assistant (Employment) I	11.35
Personnel Assistant (Employment) II	12.88
Personnel Assistant (Employment) III	13.97
Personnel Assistant (Employment) IV	15.66
Production Control Clerk	13.54
Rental Clerk	10.13
Scheduler, Maintenance	10.13
Secretary I	10.13
Secretary II	12.08
Secretary III	13.54
Secretary IV	15.02

Secretary V	16.67
Service Order Dispatcher	11.94
Stenographer I	13.10
Stenographer II	14.23
Supply Technician	14.52
Survey Worker (Interviewer)	12.63
Switchboard Operator-Receptionist	8.40
Test Examiner	12.08
Test Proctor	12.08
Travel Clerk I	8.56
Travel Clerk II	9.06
Travel Clerk III	9.51
Word Processor I	8.90
Word Processor II	10.99
Word Processor III	12.20

Automatic Data Processing Occupations

Computer Data Librarian	9.08
Computer Operator I	11.48
Computer Operator II	13.68
Computer Operator III	17.28
Computer Operator IV	18.47
Computer Operator V	20.16
Computer Programmer I (1)	15.06
Computer Programmer II (1)	17.45
Computer Programmer III (1)	23.25
Computer Programmer IV (1)	25.33
Computer Systems Analyst I (1)	23.68
Computer Systems Analyst II (1)	27.61
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	11.54

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	19.01
Automotive Glass Installer	16.26
Automotive Worker	16.26
Electrician, Automotive	18.06
Mobile Equipment Servicer	14.83
Motor Equipment Metal Mechanic	19.01
Motor Equipment Metal Worker	16.26
Motor Vehicle Mechanic	19.01
Motor Vehicle Mechanic Helper	13.88
Motor Vehicle Upholstery Worker	15.97
Motor Vehicle Wrecker	16.26
Painter, Automotive	18.06
Radiator Repair Specialist	16.26
Tire Repairer	14.33
Transmission Repair Specialist	19.01

Food Preparation and Service Occupations

Baker	8.62
Cook I	7.55
Cook II	8.62
Dishwasher	6.06
Food Service Worker	6.69
Meat Cutter	11.58
Waiter/Waitress	6.45

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	18.06
Furniture Handler	11.41
Furniture Refinisher	18.06
Furniture Refinisher Helper	13.88
Furniture Repairer, Minor	15.97
Upholsterer	18.06

General Services and Support Occupations

Cleaner, Vehicles	7.52
Elevator Operator	6.84
Gardener	10.82
House Keeping Aid I	6.37
House Keeping Aid II	7.58
Janitor	6.84
Laborer, Grounds Maintenance	8.23
Maid or Houseman	6.37
Pest Controller	11.81
Refuse Collector	7.05
Tractor Operator	10.05
Window Cleaner	7.38

Health Occupations

Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.02
Licensed Practical Nurse I	9.53
Licensed Practical Nurse II	10.71
Licensed Practical Nurse III	11.98
Medical Assistant	9.98
Medical Laboratory Technician	11.93
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	7.10
Nursing Assistant II	7.98
Nursing Assistant III	8.71
Nursing Assistant IV	9.77
Pharmacy Technician	12.19
Phlebotomist	11.01
Registered Nurse I	13.86

Registered Nurse II	17.28
Registered Nurse II, Specialist	19.46
Registered Nurse III	20.53
Registered Nurse III, Anesthetist	20.53
Registered Nurse IV	24.59

Information and Arts Occupations

Audiovisual Librarian	16.52
Exhibits Specialist I	16.05
Exhibits Specialist II	20.65
Exhibits Specialist III	22.47
Illustrator I	16.05
Illustrator II	20.65
Illustrator III	22.47
Librarian	16.67
Library Technician	11.73
Photographer I	12.26
Photographer II	14.59
Photographer III	18.77
Photographer IV	20.43
Photographer V	24.61

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	6.75
Counter Attendant	6.75
Dry Cleaner	7.11
Finisher, Flatwork, Machine	6.75
Presser, Hand	6.75
Presser, Machine, Drycleaning	6.75
Presser, Machine, Shirts	6.75
Presser, Machine, Wearing Apparel, Laundry	6.75
Sewing Machine Operator	8.21
Tailor	8.67
Washer, Machine	7.07

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	18.06
Tool and Die Maker	22.69

Material Handling and Packing Occupations

Forklift Operator	13.22
Fuel Distribution System Operator	17.06
Material Coordinator	15.20
Material Expediter	15.20
Material Handling Laborer	11.80
Order Filler	10.14
Production Line Worker (Food Processing)	13.22
Shipping Packer	11.59
Shipping/Receiving Clerk	11.59

Stock Clerk (Shelf Stocker; Store Worker II)	11.26
Store Worker I	9.39
Tools and Parts Attendant	13.22
Warehouse Specialist	13.22

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	19.24
Aircraft Mechanic Helper	13.88
Aircraft Quality Control Inspector	19.97
Aircraft Servicer	15.97
Aircraft Worker	16.92
Appliance Mechanic	18.06
Bicycle Repairer	14.33
Cable Splicer	19.79
Carpenter, Maintenance	18.06
Carpet Layer	16.92
Electrician, Maintenance	19.01
Electronics Technician, Maintenance I	18.24
Electronics Technician, Maintenance II	21.67
Electronics Technician, Maintenance III	23.94
Fabric Worker	15.97
Fire Alarm System Mechanic	19.01
Fire Extinguisher Repairer	14.83
Fuel Distribution System Mechanic	19.01
General Maintenance Worker	16.26
Heating, Refrigeration and Air Conditioning Mechanic	19.01
Heavy Equipment Mechanic	19.01
Heavy Equipment Operator	19.01
Instrument Mechanic	19.01
Laborer	8.38
Locksmith	18.06
Machinery Maintenance Mechanic	19.01
Machinist, Maintenance	19.01
Maintenance Trades Helper	13.88
Millwright	19.01
Office Appliance Repairer	18.06
Painter, Aircraft	18.06
Painter, Maintenance	18.06
Pipefitter, Maintenance	19.01
Plumber, Maintenance	18.06
Pneudraulic Systems Mechanic	19.01
Rigger	19.01
Scale Mechanic	16.92
Sheet-Metal Worker, Maintenance	19.01
Small Engine Mechanic	16.92
Telecommunication Mechanic I	19.01
Telecommunication Mechanic II	19.97
Telephone Lineman	19.01
Welder, Combination, Maintenance	19.01

Well Driller	19.01
Woodcraft Worker	19.01
Woodworker	14.83
Miscellaneous Occupations	
Animal Caretaker	9.26
Carnival Equipment Operator	9.42
Carnival Equipment Repairer	10.16
Carnival Worker	6.90
Cashier	7.05
Desk Clerk	8.63
Embalmer	17.93
Lifeguard	9.42
Mortician	16.57
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.42
Recreation Specialist	11.98
Recycling Worker	9.23
Sales Clerk	9.37
School Crossing Guard (Crosswalk Attendant)	6.13
Sport Official	9.42
Survey Party Chief (Chief of Party)	17.37
Surveying Aide	11.32
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.52
Swimming Pool Operator	9.48
Vending Machine Attendant	8.83
Vending Machine Repairer	10.91
Vending Machine Repairer Helper	8.83
Personal Needs Occupations	
Child Care Attendant	8.63
Child Care Center Clerk	10.76
Chore Aid	6.39
Homemaker	12.49
Plant and System Operation Occupations	
Boiler Tender	20.91
Sewage Plant Operator	19.87
Stationary Engineer	23.24
Ventilation Equipment Tender	13.88
Water Treatment Plant Operator	18.06
Protective Service Occupations	
Alarm Monitor	8.80
Corrections Officer	11.87
Court Security Officer	12.33
Detention Officer	11.87
Firefighter	11.86
Guard I	7.44

Guard II	12.24
Police Officer	14.75

Stevedoring/Longshoremen Occupations

Blocker and Bracer	18.70
Hatch Tender	16.26
Line Handler	16.26
Stevedore I	15.33
Stevedore II	17.32

Technical Occupations

Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	14.87
Archeological Technician II	16.72
Archeological Technician III	20.65
Cartographic Technician	21.59
Civil Engineering Technician	18.77
Computer Based Training (CBT) Specialist/ Instructor	25.00
Drafter I	11.90
Drafter II	13.49
Drafter III	16.05
Drafter IV	20.65
Engineering Technician I	10.92
Engineering Technician II	14.37
Engineering Technician III	17.69
Engineering Technician IV	21.21
Engineering Technician V	25.03
Engineering Technician VI	28.09
Environmental Technician	20.65
Flight Simulator/Instructor (Pilot)	27.61
Graphic Artist	18.90
Instructor	17.27
Laboratory Technician	15.03
Mathematical Technician	20.65
Paralegal/Legal Assistant I	12.66
Paralegal/Legal Assistant II	15.74
Paralegal/Legal Assistant III	19.22
Paralegal/Legal Assistant IV	23.25
Photooptics Technician	20.65
Technical Writer	22.85
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	15.03
Weather Observer, Senior (3)	16.05

Weather Observer, Upper Air (3)	15.03
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	14.20
Parking and Lot Attendant	7.48
Shuttle Bus Driver	11.73
Taxi Driver	9.69
Truckdriver, Heavy Truck	15.39
Truckdriver, Light Truck	10.66
Truckdriver, Medium Truck	15.11
Truckdriver, Tractor-Trailer	15.39

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, drying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance,

explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

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2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

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4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2505
Revision No.: 19
Date of Last Revision: 05/28/2002

States: Louisiana, Texas

Area: Louisiana Parishes of Calcasieu, Cameron, Jefferson Davis, Lafayette, Vermilion
Texas Counties of Angelina, Hardin, Jasper, Jefferson, Nacogdoches, Newton, Orange, Polk, Sabine, San
Augustine, Shelby, Tyler

**** Fringe Benefits Required Follow the Occupational Listing ****

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	11.20
Accounting Clerk II	12.22
Accounting Clerk III	16.60
Accounting Clerk IV	24.22
Court Reporter	15.88
Dispatcher, Motor Vehicle	14.73
Document Preparation Clerk	11.11
Duplicating Machine Operator	9.66
Film/Tape Librarian	11.00
General Clerk I	9.26
General Clerk II	10.53
General Clerk III	14.23
General Clerk IV	14.98
Housing Referral Assistant	17.72
Key Entry Operator I	7.51
Key Entry Operator II	12.73
Messenger (Courier)	8.84
Order Clerk I	7.85
Order Clerk II	8.57
Personnel Assistant (Employment) I	11.75
Personnel Assistant (Employment) II	14.01
Personnel Assistant (Employment) III	17.07
Personnel Assistant (Employment) IV	19.89
Production Control Clerk	18.89
Rental Clerk	10.66
Scheduler, Maintenance	11.01
Secretary I	11.01
Secretary II	15.21
Secretary III	17.72
Secretary IV	19.66
Secretary V	21.82

Service Order Dispatcher	10.66
Stenographer I	10.63
Stenographer II	12.67
Supply Technician	11.99
Survey Worker (Interviewer)	14.73
Switchboard Operator-Receptionist	8.38
Test Examiner	15.21
Test Proctor	15.21
Travel Clerk I	8.55
Travel Clerk II	9.25
Travel Clerk III	9.70
Word Processor I	10.93
Word Processor II	14.58
Word Processor III	18.63

Automatic Data Processing Occupations

Computer Data Librarian	8.84
Computer Operator I	10.85
Computer Operator II	16.05
Computer Operator III	20.24
Computer Operator IV	20.59
Computer Operator V	22.86
Computer Programmer I (1)	16.82
Computer Programmer II (1)	20.91
Computer Programmer III (1)	22.59
Computer Programmer IV (1)	26.83
Computer Systems Analyst I (1)	22.26
Computer Systems Analyst II (1)	26.45
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	10.85

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	21.75
Automotive Glass Installer	19.85
Automotive Worker	19.85
Electrician, Automotive	20.77
Mobile Equipment Servicer	16.65
Motor Equipment Metal Mechanic	21.75
Motor Equipment Metal Worker	19.85
Motor Vehicle Mechanic	20.16
Motor Vehicle Mechanic Helper	15.67
Motor Vehicle Upholstery Worker	18.86
Motor Vehicle Wrecker	19.85
Painter, Automotive	19.25
Radiator Repair Specialist	19.85
Tire Repairer	16.09
Transmission Repair Specialist	21.75

Food Preparation and Service Occupations

Baker	10.18
Cook I	8.89
Cook II	10.18
Dishwasher	6.46
Food Service Worker	6.88
Meat Cutter	11.80
Waiter/Waitress	6.71

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	19.25
Furniture Handler	13.33
Furniture Refinisher	19.25
Furniture Refinisher Helper	15.67
Furniture Repairer, Minor	17.48
Upholsterer	19.25

General Services and Support Occupations

Cleaner, Vehicles	7.45
Elevator Operator	7.44
Gardener	11.24
House Keeping Aid I	6.47
House Keeping Aid II	7.56
Janitor	7.44
Laborer, Grounds Maintenance	8.27
Maid or Houseman	6.62
Pest Controller	10.48
Refuse Collector	8.10
Tractor Operator	9.50
Window Cleaner	8.31

Health Occupations

Dental Assistant	12.92
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.75
Licensed Practical Nurse I	11.26
Licensed Practical Nurse II	12.65
Licensed Practical Nurse III	14.15
Medical Assistant	10.51
Medical Laboratory Technician	12.89
Medical Record Clerk	10.51
Medical Record Technician	14.56
Nursing Assistant I	7.63
Nursing Assistant II	8.58
Nursing Assistant III	9.36
Nursing Assistant IV	10.51
Pharmacy Technician	13.10
Phlebotomist	12.26
Registered Nurse I	18.41
Registered Nurse II	22.53
Registered Nurse II, Specialist	22.53

Registered Nurse III	27.26
Registered Nurse III, Anesthetist	27.26
Registered Nurse IV	32.67

Information and Arts Occupations

Audiovisual Librarian	20.94
Exhibits Specialist I	19.15
Exhibits Specialist II	22.57
Exhibits Specialist III	23.71
Illustrator I	19.15
Illustrator II	22.57
Illustrator III	23.71
Librarian	21.13
Library Technician	10.11
Photographer I	12.82
Photographer II	17.41
Photographer III	20.52
Photographer IV	21.55
Photographer V	23.06

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	5.99
Counter Attendant	5.99
Dry Cleaner	7.39
Finisher, Flatwork, Machine	5.99
Presser, Hand	5.99
Presser, Machine, Drycleaning	5.99
Presser, Machine, Shirts	5.99
Presser, Machine, Wearing Apparel, Laundry	5.99
Sewing Machine Operator	7.81
Tailor	7.80
Washer, Machine	6.36

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	19.25
Tool and Die Maker	22.82

Material Handling and Packing Occupations

Forklift Operator	15.40
Fuel Distribution System Operator	16.24
Material Coordinator	16.95
Material Expediter	16.95
Material Handling Laborer	8.71
Order Filler	9.02
Production Line Worker (Food Processing)	12.95
Shipping Packer	12.44
Shipping/Receiving Clerk	12.44
Stock Clerk (Shelf Stocker; Store Worker II)	12.29
Store Worker I	9.51

Tools and Parts Attendant	13.12
Warehouse Specialist	12.95

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	20.16
Aircraft Mechanic Helper	15.67
Aircraft Quality Control Inspector	21.03
Aircraft Servicer	17.48
Aircraft Worker	18.40
Appliance Mechanic	19.25
Bicycle Repairer	16.09
Cable Splicer	20.16
Carpenter, Maintenance	19.25
Carpet Layer	18.40
Electrician, Maintenance	20.16
Electronics Technician, Maintenance I	17.13
Electronics Technician, Maintenance II	25.75
Electronics Technician, Maintenance III	26.79
Fabric Worker	17.48
Fire Alarm System Mechanic	20.16
Fire Extinguisher Repairer	16.65
Fuel Distribution System Mechanic	20.16
General Maintenance Worker	18.40
Heating, Refrigeration and Air Conditioning Mechanic	20.16
Heavy Equipment Mechanic	20.16
Heavy Equipment Operator	20.16
Instrument Mechanic	20.16
Laborer	8.71
Locksmith	19.25
Machinery Maintenance Mechanic	23.32
Machinist, Maintenance	21.67
Maintenance Trades Helper	15.06
Millwright	20.16
Office Appliance Repairer	19.25
Painter, Aircraft	19.25
Painter, Maintenance	19.25
Pipefitter, Maintenance	21.72
Plumber, Maintenance	19.25
Pneudraulic Systems Mechanic	20.16
Rigger	20.16
Scale Mechanic	18.40
Sheet-Metal Worker, Maintenance	20.16
Small Engine Mechanic	18.40
Telecommunication Mechanic I	20.16
Telecommunication Mechanic II	21.03
Telephone Lineman	20.16
Welder, Combination, Maintenance	20.16
Well Driller	20.16
Woodcraft Worker	20.16

Woodworker	16.65
Miscellaneous Occupations	
Animal Caretaker	7.97
Carnival Equipment Operator	8.73
Carnival Equipment Repairer	10.33
Carnival Worker	6.85
Cashier	7.69
Desk Clerk	9.41
Embalmer	19.58
Lifeguard	10.29
Mortician	19.59
Park Attendant (Aide)	12.92
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.38
Recreation Specialist	13.04
Recycling Worker	10.21
Sales Clerk	9.40
School Crossing Guard (Crosswalk Attendant)	7.45
Sport Official	15.00
Survey Party Chief (Chief of Party)	18.89
Surveying Aide	10.75
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.10
Swimming Pool Operator	11.20
Vending Machine Attendant	8.88
Vending Machine Repairer	11.20
Vending Machine Repairer Helper	8.88
Personal Needs Occupations	
Child Care Attendant	9.41
Child Care Center Clerk	11.75
Chore Aid	6.45
Homemaker	13.94
Plant and System Operation Occupations	
Boiler Tender	22.43
Sewage Plant Operator	19.38
Stationary Engineer	22.43
Ventilation Equipment Tender	15.67
Water Treatment Plant Operator	19.25
Protective Service Occupations	
Alarm Monitor	10.54
Corrections Officer	11.93
Court Security Officer	14.18
Detention Officer	11.93
Firefighter	13.63
Guard I	8.19
Guard II	9.83
Police Officer	18.15

Stevedoring/Longshoremen Occupations

Blocker and Bracer	15.17
Hatch Tender	15.17
Line Handler	15.17
Stevedore I	14.43
Stevedore II	15.89

Technical Occupations

Air Traffic Control Specialist, Center (2)	30.81
Air Traffic Control Specialist, Station (2)	21.24
Air Traffic Control Specialist, Terminal (2)	23.39
Archeological Technician I	16.28
Archeological Technician II	18.22
Archeological Technician III	22.57
Cartographic Technician	25.96
Civil Engineering Technician	22.57
Computer Based Training (CBT) Specialist/ Instructor	24.55
Drafter I	11.73
Drafter II	14.52
Drafter III	19.15
Drafter IV	22.57
Engineering Technician I	12.29
Engineering Technician II	15.22
Engineering Technician III	20.07
Engineering Technician IV	25.24
Engineering Technician V	25.57
Engineering Technician VI	27.36
Environmental Technician	20.75
Flight Simulator/Instructor (Pilot)	27.51
Graphic Artist	19.41
Instructor	20.45
Laboratory Technician	17.04
Mathematical Technician	21.89
Paralegal/Legal Assistant I	15.50
Paralegal/Legal Assistant II	19.91
Paralegal/Legal Assistant III	24.38
Paralegal/Legal Assistant IV	29.48
Photooptics Technician	21.89
Technical Writer	19.47
Unexploded (UXO) Safety Escort	19.58
Unexploded (UXO) Sweep Personnel	19.58
Unexploded Ordnance (UXO) Technician I	19.58
Unexploded Ordnance (UXO) Technician II	23.69
Unexploded Ordnance (UXO) Technician III	28.39
Weather Observer, Combined Upper Air and Surface Programs (3)	11.35
Weather Observer, Senior (3)	15.22
Weather Observer, Upper Air (3)	11.35

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	10.97
Parking and Lot Attendant	7.48
Shuttle Bus Driver	10.98
Taxi Driver	7.88
Truckdriver, Heavy Truck	12.77
Truckdriver, Light Truck	10.98
Truckdriver, Medium Truck	11.80
Truckdriver, Tractor-Trailer	12.77

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.